

# Labor Management Workgroup: Status Update for the BSC Sept 5, 2014

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NIOSH Deputy Director for Program

# BSC Report and Recommendations

“Structuring Labor-Management Participation in Research Partnerships: Request for Analysis and Recommendations”

Report Delivered to NIOSH Director Sept 2013

NIOSH Director appointed a NIOSH Workgroup to address the BSC Recommendations on Sept 30, 2013

# Workgroup Members

- Margaret Kitt (Chair)
- Jeff Welsh (OMSHR)
- Cammie Menendez (DSR)
- Eileen Storey (DRDS)
- Kristin Cummings (DRDS)
- Todd Niemeier (EID)
- Doug Trout (DSHEFS)
- Jim Kesner (DART)
- Ryan Hill (OD)
- Jennifer Lincoln (APO)
- Eddie Sinkule (NPPTL)
- Bill Kojola (CTR)

# Recommendation #1:

NIOSH researchers involved in the Toyota study should conduct a “follow-back” survey of workers at the completion of the project to obtain feedback on the issues of barriers to participation and communication of findings

## Recommendation #2:

NIOSH should conduct follow-back surveys in selected union and non-union field/intervention studies to collect information on the views of workers, and union representatives in workplaces where employees are represented...NIOSH policies should be developed to address identified problems and successes

# Recommendation #3:

In circumstances where NIOSH researchers believe it appropriate, they should use worker-guided or worker-participatory research methods...

## Recommendation #4:

The NIOSH IRB is encouraged to continue, and strengthen, its evaluation of the potential economic and social consequences that may be connected to research proposals it reviews. Particular focus should include examination of barriers to participation...and ensuring confidentiality is upheld...IRB should secure expertise it needs to accomplish this objective

# Recommendation #5:

Where employee participation is sought, NIOSH researchers should be made aware of and receive education on the provisions of the NLRA that govern labor-management relationships, including Section 8(a)(2) that prohibits an employer from dominating or interfering with the formation or administration of a labor organization

# Recommendation #6:

For intervention studies...NIOSH researchers should consider mechanisms to monitor progress of the study, including outside monitoring experts or a safety committee

# Recommendation #7:

NIOSH should develop a new policy or guideline document that addresses the communication of results of all studies where the research was conducted...should include dissemination approaches

# Science/Information Dissemination Continuum

	Study/Project Proposal	Review	Field Work	Final Report	Presentation	Article / NIOSH # Pub	Evaluation/ Follow-up	
Science	Intended audience(s) and channels for reaching those audiences	Identify changes to study/project including audiences and goals	Data collection	Data analysis	Public output	OUTCOME To evaluate requires time	OUTCOME To evaluate requires time	
	Compliance process issues – i.e. MSHA Dust Rule	Discussion of needs and the way forward	Testing/prototypes	Statistical analysis	Peer-peer presentation	Other messages → extract for web	Exposure metrics	
	Negotiating with partners		Data entry	Review of interviews/photos/video	Help needed not consistent across NIOSH		Citations	
	Study design		Analysis	HHE	Communicate findings to specific audiences as defined in study/proposal	Graphics	Web output of multiple pubs into a collection	Are NIOSH pubs used in outside project work?
			Human subjects	Story/goal for presentation		HHE posted		
Document research – photos/video/audio interviews						Publication moves OSH science forward		
Information Dissemination	Invite communication specialist to identify resources and possible	Invite communication specialist to attend reviews to hear information first hand	Document work and audience – photos/video	Writer/Editors needed	Writer/Editors needed	Writer/Editors needed	Iterative/DLO specific	
	Engage consultative services over lifetime of study/project	Short & medium communication issues or products identified	Observe target audience (in their environment)	Plain Language	Plain Language	Plain Language	Application of communication science	
	Explore use of new media/apps possibilities	Discuss how changes influence communication direction	Prototype testing	Product guidance for reaching audiences	Video of presentation at NIOSH as a content piece that could be published online	TCM - Alerts/CIB → new rule	Continuous improvement requires evaluation	
	Apply communication science framework to study/project planning	Resource consultation with DLO communication staff if no communication staff, invite through help with comm	Help attract human subjects		Seek input – observe other science presentations/best practices	Product or App	Web – Evaluate and suggest web content/dissemination plan	Need to overcome barriers to making this happen
		Look for What is available to communicate? How do you communicate change in the target audience?						

## Recommendation #8:

NIOSH should consider developing some general criteria or guidelines for minimum elements that must be contained in a letter of agreement beyond that of an employer demonstrating its good intention to participate in the study. The letter might contain elements such as stating that employee participation is voluntary, employees can withdraw from participation at any time, and confidentiality will be maintained

# Recommendation #9:

In one year from the adoption of these recommendations, NIOSH should report back to the BSC on progress and thereafter periodically report on issues related to labor-management structures that impact outcomes and employee participation